

# Comparisons of Job Characteristics

**Focus Occupation: Arbitrators, Mediators, and Conciliators (23-1022)**

**Associated Occupation: Administrative Law Judges, Adjudicators, and Hearing Officers (23-1021)**

Compare Knowledge

Compare Skills

Compare Abilities

Compare Detailed Work Activities

Compare Tools and Technologies

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 73

Focus Occupation: Arbitrators, Mediators, and Conciliators (23-1022)

Associated Occupation: Administrative Law Judges, Adjudicators, and Hearing Officers (23-1021)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Law and Government	5.9	18.2	15.0	<	Expanded education and/or training may be required
Customer and Personal Service	11.3	16.4	16.6	0	Current knowledge level may be sufficient
English Language	11.2	15.8	16.6	0	Current knowledge level may be sufficient
Psychology	6.4	13.3	13.3	0	Current knowledge level may be sufficient
Clerical	7.3	10.9	11.5	0	Current knowledge level may be sufficient
Medicine and Dentistry	3.7	9.7	2.0	<<	Extensive education and/or training may be required
Therapy and Counseling	3.8	8.0	8.6	0	Current knowledge level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 91

Focus Occupation: Arbitrators, Mediators, and Conciliators (23-1022)

Associated Occupation: Administrative Law Judges, Adjudicators, and Hearing Officers (23-1021)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Active Listening	11.0	17.7	17.0	0	Current skill level may be sufficient
Critical Thinking	10.8	16.8	14.3	<	A higher skill level may be required
Reading Comprehension	10.7	16.2	14.3	<	A higher skill level may be required
Speaking	10.8	14.6	15.9	0	Current skill level may be sufficient
Judgment and Decision Making	9.4	13.3	12.7	0	Current skill level may be sufficient

Writing	9.2	13.1	13.0	0	Current skill level may be sufficient
Active Learning	8.7	12.6	11.2	<	A higher skill level may be required
Complex Problem Solving	9.1	12.0	10.8	<	A higher skill level may be required
Negotiation	6.8	10.3	17.9	>>	Skill level is likely more than sufficient
Operations Analysis	5.0	9.0	6.2	<<	Extensive development of skills in this area may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

<b>Abilities</b>	<b>Similarity of Focus Occupation to Associated Occupation: 98</b>
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Focus Occupation: Arbitrators, Mediators, and Conciliators (23-1022) Associated Occupation: Administrative Law Judges, Adjudicators, and Hearing Officers (23-1021)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Written Comprehension	11.0	16.2	14.4	<	Some improvement in abilities may be required
Oral Comprehension	12.5	15.7	14.8	0	Current ability level may be sufficient
Speech Clarity	10.2	15.6	13.0	<	Some improvement in abilities may be required
Oral Expression	12.4	15.4	15.6	0	Current ability level may be sufficient
Deductive Reasoning	10.6	15.1	12.9	<	Some improvement in abilities may be required
Inductive Reasoning	10.2	14.8	12.7	<	Some improvement in abilities may be required
Near Vision	11.1	13.9	12.6	<	Some improvement in abilities may be required
Written Expression	9.8	13.4	14.4	0	Current ability level may be sufficient
Information Ordering	9.9	12.1	10.0	<	Some improvement in abilities may be required
Selective Attention	8.7	10.5	8.0	<<	Extensive improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

<b>Activities that Both Occupations Have in Common</b>	<b>Similarity of Focus Occupation to Associated Occupation: 93</b>
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Focus Occupation: Arbitrators, Mediators, and Conciliators (23-1022) Associated Occupation: Administrative Law Judges, Adjudicators, and Hearing Officers (23-1021)	
Work Activities	Exclusivity of Activity
Analyze data to discover facts in case	85
Analyze existing evidence or facts	69
Analyze legal questions	85
Communicate technical information	4

Follow confidentiality procedures	58
Follow professional ethics principles in law practice	92
Follow rules of evidence procedures in legal setting	84
Make presentations	13
Organize legal information or records	80
Understand legal terminology	81
Use case logic or precedent	92
Use conflict resolution techniques	56
Use interviewing procedures	23
Use knowledge of legal procedural rules	85
Verify investigative information	73
Write legal correspondence	85
Write legal documents	85

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Tools and Technologies that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: n/a

**Focus Occupation: Arbitrators, Mediators, and Conciliators (23-1022)**

**Associated Occupation: Administrative Law Judges, Adjudicators, and Hearing Officers (23-1021)**

Tools and Technologies	Exclusivity
Tools and technology data is unavailable for one or both occupations.	

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.